

APPENDIX B

NEW YORK STATE POLICE REFORM AND REINVENTION COLLABORATIVE PLAN CERTIFICATION FORM

Instructions: The Chief Executive of each local government must complete and submit this certification and a copy of their Plan to the Director of the New York State Division of the Budget on or before April 1, 2021 at E0203Certification@budget.ny.gov.

I, Paul Labao, as the Chief Executive of The Village of Greenville
(the "Local Government"), hereby certify the following pursuant to Executive
Order No. 203 issued by Governor Andrew M. Cuomo on June 12, 2020:

- ☒ The Local Government has performed a comprehensive review of current police force deployments, strategies, policies, procedures, and practices;
- ☒ The Local Government has developed a plan, attached hereto, to improve such deployments, strategies, policies, procedures, and practices (the "Plan");
- ☒ The Local Government has consulted with stakeholders (including but not limited to: membership and leadership of the local police force; members of the community, with emphasis in areas with high numbers of police and community interactions; interested non-profit and faith-based community groups; the local office of the district attorney; the local public defender; and local elected officials) regarding the Plan;
- ☒ The Local Government has offered the Plan in draft form for public comment to all citizens in the locality and, prior to adoption of the Plan by the local legislative body, has considered the comments submitted; and
- ☒ The legislative body of the Local Government has ratified or adopted the Plan by local law or resolution.

Paul Labas
Name


Signature

Mayer
Title

3/25/2021
Date

Village of Granville

Community Response

To: Governor Cuomo

Executive Order 203

Police Reform and Reinvention
Collaborative

March 2021

Village of Granville

Introduction

I. Introduction

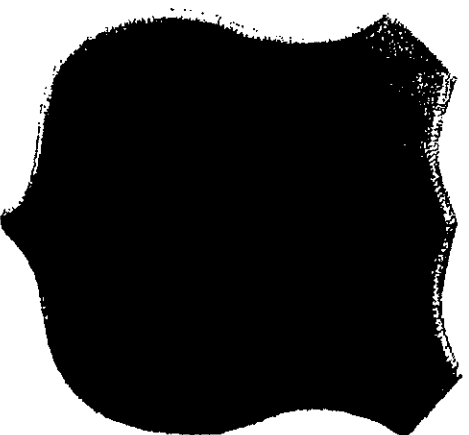
Governor Cuomo has stated, Maintaining Public Safety is imperative : and is one of the essential roles of government. There must be mutual trust and respect between the police and the public. The success and safety of our society will go hand and hand with restoring, strengthening and maintaining the mutual trust. Governor Cuomo issued Executive Order 203 requiring all local government with a police force in New York State to adopt a policing reform plan on or before April 1st, 2021.

The subsequent document will be submitted in compliance to the specified Executive Order and has been approved and ratified by the Governing Body "Granville Village Board"

The Village of Granville is a relatively small rural community located in Washington County bordering the state of Vermont. The geographic boundaries representing the Village of Granville encompass a land area of approx. 1.55 sq. miles. The estimated population for the Village in 2019 was listed at 2,439 residents.

Demographically, the Granville Village, like much of Northeastern New York, is predominately white. The last statistical data listed per the census provided the following racial makeup for the Village 98.07% White , 0.23% Black, 0.23%, 0.23% Native American, 0.26% Asian, 0.04% Pacific Islander, 0.42% from other races. Hispanic or Latino of any race was listed at 0.79% of the population.

Granville Police Department



Department Overview

Personnel and Rank Structure

Mayor

Deputy Mayor

3 Village Trustees

Police Commissioner (1 member of the Village Board)

Chief

1 Sergeant

3 Full Time Police Officers

1 Full Time SRO Police Officer

7 Part Time Police Officers

1 School Crossing Guards

Assignments and Scheduling

- ❖ The Granville Police Department has officers assigned 24 hours a day, 365 days per year.
- ❖ Police Officers are assigned to work either the day shift (6A-2P), Afternoon shift (2P-10P) night shift (10P-6A). Wednesday –Saturday DWI shift (8P-4A)
- ❖ Shifts begin with roll call where shift briefings are done. The village is 1 square miles and officers are responsible for calls within village boundaries.
- ❖ Officers are provided with information at roll call that helps them perform their duties during their shift. Information that may be included in roll call include streets that have traffic or vehicle problems, houses with drug activity, officer safety notices, individuals that are wanted, etc.

2019 GPD - By The Numbers

- ◆ 1801 reportable incidents
- ◆ 4.9 reportable incidents per/day
- ◆ 70 persons arrested – 161 total charges - 14 DWI Arrests, 14 Drug Related Arrests
- ◆ 31 MHL 9.41/9.45 Arrests
- ◆ 11 Warrant Arrests
- ◆ 32 Motor Vehicle Crashes
- ◆ 228 Uniform Traffic Tickets Issued
- ◆ 8 Sex Offenders Monitored

2019 GPD - 70 People Arrested

- ♦ 0 - Asian
- ♦ 2 - Black
- ♦ 0 - Indian
- ♦ 0 - Other
- ♦ 0 - Pacific Islander
- ♦ 68- White
- ♦ 2.8% of arrests were people of color

2019 GPD – 14 Drug Charges

- ◆ 4 – Charges of misdemeanor or felony drug possession.
- ◆ 10 – Charges of the violation of Unlawful Possession of Marijuana
- ◆ 0 – Charges or 0 % population charged with drug offenses were Black

2019 GPD - 228 UTT's issued

- ◊ ?? UTT's had the race documented
- ◊ ?? UTT's did not have the race documented
- ◊ ??- Black
- ◊ ?? - White
- ◊ ?? - Hispanic
- ◊ ??- Asian
- ◊ ??- Native American
- ◊ ??- Other
- ◊ Tracs Reporting was not working on the station computer to give an accurate number of tickets per race but estimate is equal to arrest %.

2017-2020 Mental Health Arrests

2017	2018	2019	2020
◇ MHL 9.41 – 21	MHL 9.41 – 22	MHL 9.41 – 31	MHL 9.41 – 31 as of Dec. 4

Use of Force Investigations

- ❖ Whenever force is used by an officer a use of force report is required from every officer that was present during the force incident.
- ❖ The Officer In Charge will review the documentation and make a determination if the force complies with the department's use of force guidelines. Once the OIC's review is completed the report undergoes a review by the Chief of Police for administrative review. If the use of force complies with department policy no further action is required. If the force used is determined to not be in compliance with department policy an internal investigation is conducted. The investigation is reviewed by the Chief and Sergeant and if the use of force by the officer is found to be inappropriate such results will be brought to the Village board for disciplinary measures and referred to the District Attorney if applicable.

Use of Force

- ◆ 2019 - The agency has a written directive consistent with the Municipal Police Training Council Use of Force Model Policy. Personnel may only use the amount of force that is objectively reasonable under the circumstances for the officer involved to effect an arrest, prevent an escape, or defend themselves or others.
- ◆ Documenting, reviewing, investigating, and reporting use of force.

Use of Force

- ◇ 2020 – NYS added PL 121.13a – Aggravated Strangulation is when a police officer uses a chokehold or similar restraint and causes serious physical injury or death to another person. Class C felony.
- ◇ NYS Accreditation created a new critical standard 43.8 Health of Persons in Custody.
- ◇ *New York Civil Rights Law Article 3 §28 was enacted to ensure that when a person is under arrest or otherwise in the custody of a police officer, peace officer or other law enforcement representative or entity, such officer, representative or entity shall have a duty to provide attention to the medical and mental health needs of such person and obtain assistance and treatment of such needs for such person, which are reasonable and provided in good faith under the circumstances.*

2017-2020 Use of Force

	2017	2018	2019	2020
❖ Total	3	4	5	5 (As of Dec. 4)
❖ OC Spray (Pepper)	0	0	0	0
❖ Taser	0	0	0	0
❖ No impact weapons used				
❖ No firearms discharged				
❖ 2019 – 4 white / 1 black				
❖ Of the 5 uses of force in 2019, 5 involved persons charged with Penal Law offenses.				
❖ 2020 – 5 white / 0 black				
❖ Of the 5 uses of force in 2020, 5 involved persons charged with Penal Law offenses.				

NYS Accreditation

- ❖ Granville Police Department is not an accredited agency. But we follow most of the policies and standards of accredited agencies.
- ❖ We perform an inspection of all policies and standards every 2 years
- ❖ To be an accredited department they are required to maintain compliance with all 110 standards of accreditation in the areas of administration, training, and operations. There also would have to be an officer assigned as an Accreditation Manager. Its not achievable with our staffing level.

Civilian Complaints Against GPD

2019

0 Total Complaints

0 – Vehicle stops

0 – Use of Force

2020

0 Total Complaint

0- Vehicle Stops

0– Use of Force

No Written Complaints were filled on any officers in this time frame

Drug Overdoses

- ❖ From January 1st, 2021 to todays date the Village Police Department responded to approximately 3 overdose calls.
- ❖ No overdose responses resulted in death.
- ❖ Officers of the Granville Police Department are trained in the administration of Naloxone to save lives. Naloxone have been give by Officers in this agencies which has resulted in lives being saved.

Officer Training - 2020

Mandatory Training –

♦ Firearms Training	Use of Force Training	Deadly Use of Force Training
♦ NYS Penal Law Article 35 Review	Infectious Disease Training	Legal Updates (CPL, Penal & VTL)
♦ Less than Lethal Weapons Screening)	Victim Response	Mental Health Training (Suicide
♦ AED Training	Supervisory Training	Sexual Offense Trauma

Non - Mandatory Training

♦ De-Escalation	Understanding Police Reform	Implicit Bias
♦ Anti-Bias Training for L.E.	Datamaster Training	

Community Outreach Programs

- ❖ House Checks - We know that you worry about your home when you are away on vacation. We offer a house check service that will give you piece of mind when you are away. Our Officer's will check the exterior of your residence and report any abnormalities to you. We ask that you provide your name, address, phone number, day of departure/return and any safety measures you took prior to leaving your residence. If you would like information on how to properly secure your home prior to your departure call today and speak to one of our officers.
- ❖ Business Security Checks - Our Officer's are happy to check your businesses after hours and we will call you if we find a problem. We will also lock your doors if you happen to forget or call you to respond. We ask that you make sure that your emergency contact list is updated so we can make sure you receive information on your business promptly. If you need to update your contact information contact us and we will bring you a new call out form. This is just another example of how we aim to serve you.

II. Village of Granville Police Reform and Reinvention Collaborative Plan 2021

The Mayor of the Village of Granville, Paul Labas, formed a working group comprised of representation from various key groups . Members of this panel are:

1. Village of Granville Mayor
2. Police Commissioner
3. Chief of Police
4. Sgt. GPD
5. Washington County District Attorney
6. Local Clergy Member
7. Local High School Principal
8. Local Volunteer ----Resident Tax Payer

The working group met to collaborate and discuss the components of the Executive Order as defined in the N.Y.S. Police Reform and Reinvention Collaborative Resource Guide. Overview of the Granville Police Departments staffing, statistics, policy development and training were a few of the areas that had been covered during the discussion phase. Our Submitted plan as stated is in response to Executive Order 203 and noted that this will be submitted as a final working plan that will remain open as a continuous working document that will continue to adapt, improve and change with the times and continued wishes of members of the public for whom the Granville Police protect and serve.

III. Public Engagement

Throughout the collaboration of the working group with further community involvement by having several open public meetings in March 2021 and having local media involvement utilizing face book live to extend options for community involvement it became apparent community involvement would be somewhat minimal.

Attendees were provided a packet with overview of the Granville Police Department. Topics covered in this packet also explained yearly training commitments, community policing tactics utilized by the department as well as statistical data of yearly arrest and tickets issued by the department. Included with the statistical data provided was a breakdown of arrest for different ethnic groups which lead into further discussions between attendees and panel members regarding how the statistical data as reported was consistent with confirming racial disparities/ bias seemed to not be prevalent through arrest and ticket issuance from within the department. That being said the lack of statistical confirmation alone would not be the only factor in determining potential issues with in. Use of Force Policy development, training and changes were addressed to include 121.13-A Re: the use of police chokeholds. The topic of transparency was discussed with noted commitment by the Department as well as the Board Members of the Village of Granville to remain proactive in seeking out and improving methods and techniques related to transparency knowing this is one of the key ingredients that will help foster trust and relations with the public for whom we proudly serve. Police Internal Disciplinary Procedures were discussed (Article 50a ----Release of Police Personnel records, Brady/Giglio, outside Independent prosecutor for police involved deaths) and this area will also continue to adapt to help garner public trust.

Questions presented for consideration were as follows

- A. How should the Police and Community engage with one another?
- B. What functions should the Granville Police Department Reform?
- C. What Role does the Granville Police Department play in our community?

The Community should envision the appropriate role for the police, with understanding That Policing in the Village of Granville is a "Partnership with the Community"

The Granville Police Department as well as the local Government Officials for the Granville Village will promote and incorporate the: Four Pillars of Procedural Justice

- A. Treating Individuals with dignity and respect
- B. Giving individuals a voice
- C. Being neutral and Transparent
- D. Conveying Trustworthy motives

IV. Assessment of the Granville Police Dept. to include Law Enforcement Practices and Strategies

Practices commonly Utilized for Granville Police Departments Community Programming

1. School Resource Officer (SRO) -----Officer from the Granville Police Department currently is assigned to cover the three School properties for the Granville Central School District. Safety of all occupants and properties would be the number one reason for such assignment. Interaction with students and staff on daily basis also fosters better relations and understanding between the community and the Police Department.
2. School Cross Walk Duties ----- again foster relations with students and the Department.
3. DARE Instructor-----Having an Assigned Officer in the School again not only addresses concerns of the continued drug issues or bullying issues, again it helps foster police/student relations early in the youths development stage.
4. EMS cross training----- As first responders in a small rural village, our Officers are more often than not the first on scene. Quick response could be extremely beneficial to community members in need of immediate assistance.
5. Volunteering Efforts of PD members during off time hours such as working for the Vol. Fire Department, Coaching or Officiating Local Sporting events or Activities has also fostered off hour relations with members of the department and the community. Getting to know community members not

just on a professional side but as mutual community members has fostered positive relations and understanding.

6. The police department continues to conduct Business checks, property checks, and designated foot patrols. Again addressing small town needs and to help foster a positive relationship with the community.
7. Handicap Parking Permit Issuance-----We utilize this to speak face to face with constituents from our community.
8. The Granville Police Department currently responds to Mental Health type calls with understanding that each call is unique and a person in crisis for the most part is seeking or in need of help. The police department does have an EDP Policy currently in place. Changes are currently under way, not just the Granville Police Department, but for all Law Enforcement Members in Washington County. In the past, Services in such a rural area for individuals in crisis have been very limited. As of writing this additions to Services with in the county are taking place. We will be able to collaborate with a Mobile Crisis Team or member specifically trained and or educated to handle such described individuals or events. Updated/ Improved Training for Granville Police Department members will be mandatory. Policy development will also be addressed in this area as well.
9. Crowd Control---- Small Depts. Such as the GPD will and have requested assistance from other agencies (ie N.Y.S.P.) if the potential for large numbers or threats of violence are a perceived potential. De escalation training has been provided to all members of our department. Advanced/ Improved training will be provided to all members of the department. The concepts provided with the training will continue to be a major component while dealing with Incidents related to Crowd Control.
10. Hate Crime Investigations ----- All Officers have started to receive further training on Understanding and Investigating Hate Crime Incidents. As well as the reporting needs and necessity.
11. Restorative Justice Programs would be a newer concept for this department with the understanding that conflict sometimes should be or could be addressed outside the court room. Officers of this department have been training to speak with the public and to try and assist in obtaining mutual agreement/ resolution before having further advancement into the legal system: that being stated, The Officers of this department also understand certain situations such as incidents involving a mandatory arrest situation can not be handled in such ways. Further Restorative Justice Training will continue to be provided/addressed with dept. members

V. Improper Practices, Techniques and Strategies

The Granville Police Department also wants to ensure improper practices, techniques and strategies are understood and will not be approved or utilized by any member of this Department. Although many areas could be documented we list a few areas of understanding.

- A. Broken Window Theory ----- First of all ,Members of Law Enforcement should , through community policing and training, learn to recognize signs of crime, anti-social behavior and potential civil disorder by observing the community and noting quality of life changes such as graffiti ,broken windows, or other various types of criminal mischief related activity. At times Law Enforcement has addressed this type of activity with Bias and without justification on investigatory interviews and techniques.
- B. Stop + Frisk----- Granville Police department neither condones or allows the use of an bias-based profiling with any and all law enforcement activity to include arrests, traffic and investigations. The Granville Police Department is committed to equitable policing and equal rights for all.
- C. Quotas----- Not allowed for the Granville Police Department
- D. No Knock Warrant-----Without documented Court ordered approval obtained through needed documentation explaining the need for such order.

VI. Granville Police Department acknowledgment and understanding of various Policing and Criminal Justice strategies that could assist with racial disparities/ Bias and to help foster trust between the Police and Public

1. Restorative Justice Programs ----- Diversion
2. De escalation Techniques
3. Improving Practices and Strategies for effectively responding to hate crimes
4. Continued training and Improvement on Procedural Justice (Transparency, Fairness, Impartiality, Public Voice)
5. Accountability ----- An essential ingredient to help foster trust with the community. We will improve on our ability to prove that we will not tolerate abuse of authority including excessive force and other misconduct or adhere to practices that are inconsistent with community values.
6. Transparency ----- One of the four pillars of Procedural Justice and is critical in assisting to ensure accountability.
7. Body Worn Cameras (BWC) ----- Discussed during the initial panel meetings. Further discussions to take place in the future. Although funding concerns exist, Liability concerns as well as accountability need to take precedent.
8. Consideration for periodically survey public to shed light on how they feel about the Dept. as a whole.
9. Granville Police Dept. will mandate members of the department to complete incident reports with demographic data to better track stops made by the department.
10. Granville Police department will continue to evaluate and improve on Mental Health related incidents to include continued training and the potential assistance from outside sources such as the mobile crisis intervention program.
11. Strive to further embrace community- oriented policing

12. The Granville Police Department will invest in available cultural diversity training to include implicit and explicit bias training, procedural justice, systemic racism as well as other available training focused on humanity and sanctity of life.

VII. Conclusion

The Granville Police Department as well as the Granville Governing Body acknowledges, like other communities, that the issues being addressed in todays society between the police and members of the public are complex, deep rooted, and took decades to create.

We will submit this document as a final report, realizing that this will remain a working , in progress commitment to adapt, improve, learn and listen. The Granville Police Department will continuously strive to improve in areas that foster better relations and understanding between the police and the public we proudly serve. Our mind set shall remain that we are hired on as a Public Servants, with goals on helping others. Continued improvements on Training, Policy Development, Transparency, Community Involvement/ Community Voice, Accountability and further understanding of issues related to distrust and bias that had led the entire Law Enforcement Community to have to make changes and to take part in the Police Reform & Reinvention Process.

Respectfully Submitted,

Chief Ernest Bassett Jr.

&

Granville Village Board